

Appendix 1 - Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Adults and Health	Service area: Commissioning
Lead person: Mark Phillott	Contact number: 0113 37 83923

1. Title: Provision of a Loan facility to Donisthorpe Hall Nursing Home

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

2. Please provide a brief description of what you are screening

This assessment is screening the decision to approve a loan to Donisthorpe Hall Care Home a charity providing residential and nursing care to older people in the city.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.		
Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	X (Age and religion)	
Have there been or likely to be any public concerns about the policy or proposal?		X
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		X
Could the proposal affect our workforce or employment practices?		X
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> Eliminating unlawful discrimination, victimisation and harassment Advancing equality of opportunity Fostering good relations 	X	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (**think about** the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)
- Donisthorpe Hall currently provides a nursing and residential care service to older people in the city who have identified care and support needs. Individuals take up residence at Donisthorpe either as self-funders who have chosen to be there, or have identified social care needs. These needs are identified via a social care assessment that includes best way for any needs to be met, including cultural, ethnic and other

protected characteristics including support for people with dementia. Donisthorpe Hall provides care for the Jewish community and provides a Kosher environment, however, the home is not exclusively for the people of the Jewish faith and residents can access the service from any religious denomination. Donisthorpe Hall is the only Jewish care home in the city.

- Donisthorpe Hall is currently part of the Council's framework arrangement for care homes and during the period of the contract, monitoring, including equality and complaints monitoring has been carried out and no barriers to accessing services have been identified.
- As a current provider of services to the Council, Donisthorpe Hall was required to evidence commitment to equality, diversity, cohesion and integration when the services were originally procured and this continues throughout the life of the contract. This applied to all aspects of the service, including recruitment and working with individuals accessing the services and this will continue in the future.

- **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another).

- The service provided at Donisthorpe Hall is for older people who have identified and assessed care and support needs. However the service benefits adults of all ages and across a range of need levels and this applies to service users, partners, families and carers also to staff through the employment opportunities present at the home.
- Donisthorpe Hall is a significant community asset and the service provides the opportunity for developing community cohesion through strengthening connections with local community groups and schools. It can also take place through the employment opportunities at the home.
- The importance of emphasising diversity and inclusion is recognised in the contract the Council has with Donisthorpe Hall which include a number of quality standards which have been co-produced with providers of residential and nursing care services to ensure that this area has been included within the quality standards framework. This requires the service provider and provides information to address any inequalities or under representation and is to ensure the service addresses a range of protected characteristics, as identified in the Equality Act 2010.
- For Local Authority funded placements at Donisthorpe Hall, the process to access the service is through Adult & Health via a social work assessment, which operates in mind of equality, diversity, cohesion and integration to ensure that needs are met in a manner appropriate to the needs and wishes of the individual. The contract service specification and the quality standards framework ensures these principles are reflected in recruitment processes by emphasising the importance of an open and fair approach to recruitment.

This screening tool has not identified any evidence of organisational or other barriers to accessing the service at Donisthorpe.

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)

Donisthorpe Hall will continue to operate under the Council's contract which will continue to be delivered to a service specification and quality standards framework that:

- Is fair across the protected characteristics, including age and religion, which is assured by continued monitoring of the contract.
- Emphasises a person-centred service, including equality characteristics; assured by the providers and Leeds City Councils quality assurance process with continued monitoring of the contract.
- Requires that the service provider ensures integration takes place with the local community; assured by the providers quality assurance process and continued monitoring of the contract.
- Covers equality, diversity, cohesion and integration in relation to both clients and staff; assured by the providers quality assurance process and continued monitoring of the contract.

5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.

Date to scope and plan your impact assessment:	N/A Screening completed
Date to complete your impact assessment	N/A
Lead person for your impact assessment (Include name and job title)	N/A

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Mark Phillott	Head of Commissioning Adults and Health	30 th May 2018
Date screening completed		30 th May 2018

7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions or a Significant Operational Decision.**

A copy of this equality screening should be attached as an appendix to the decision

making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: